

**DIRECTORATE
OF
HUMAN RESOURCES**

Corporate Selection Policy

- **Commanders Personally Involved in Recruitment Strategies for GS-15 Positions**
- **Selection Panels Used**
 - Division Commander Chairs District Vacancies
 - USACE Deputy Chief of Staff Chairs Division and HQ Vacancies
 - Panels Include HQ SES, Panel Chair, & Supervisor (Minimum)
- **DCG is Selecting Official**

Corporate Selection Policy

- Continued -

- **Exceptions to Corporate Selection Policy**
 - Placement in Lieu of RIF
 - Placement of Candidate in Formal Developmental Program
 - Noncompetitive Fill Less than 60 Days
- **Panel Chairs Approve Temporary Actions Between 60 and 180 Days.**
- **Full Corporate Selection Process Used for Temporary Actions Over 180 Days**
- **Division Commanders to Establish Similar Policy for Supervisory GS-14 Positions and Serve as Selecting Official**

Leadership Competency Interview

- Mandatory for SES, all GS-15 and supervisory GS-14 positions in USACE
- Promotes a more consistent evaluation of leadership in the selection process
- Working on IDIQ contract
- Developing implementing procedures and training requirements
- Leadership understanding / support is key

Impacts of Regionalization on Career Program Management

- Consolidated HR processing has changed the way we do business
- Small number of HR advisors in CPAC's
- Managers must do more in HR - Partnering vital in Career Program management
- Employees must be more proactive in seeking career opportunities

How to Apply for PPMD GS-340 Positions

- Will no Longer be Filled through CP-18
- Candidates must apply under Merit Promotion Announcement
- Federal Application form or Resume
- Announcements Available on Civilian Personnel OnLine - CPOL

Civilian Personnel On Line CPOL

- CPOL “<http://www.cpol.army.mil>”
- Excellent source for general HR information on current issues and hot topics
- Includes site for Job Opportunities
- Managers and Employees alike should utilize this web site

Positions Vacated by Recent SES Selections

- Chief, Programs Div. GS-810-15, Great Lakes & Ohio River Division
- Chief, Construction Division, GS-810-15, Great Lakes & Ohio River Division
- Chief, Construction / Engineering Technical Serv. Division, GS-810-15, Southwestern Division
- Chief, Program Planning Management Division, GS-340-15, Louisville District

Positions Vacated by Recent SES Selections

- continued -

- Chief, Program Planning Management Division,
GS-340-15, Baltimore District
- Chief, Engineering Division, GS-810-15,
Pittsburgh District
- Chief, Program Planning Management Division,
GS-340-15, Wilmington District
- Chief, Planning Division, GS-020-15, South
Pacific Division

Corporate Entry Level Training

- Designed to promote a better understanding of the Corps among lower level team members - focused on:
- USACE Mission and Vision
- The Corps' Structure: Where Do I Fit In?
- Dignity and Self Respect in the Workplace
- Office Survival Skills
- Introduction to Communication and Teamwork
- Career Mapping
- Customer Service and Outreach
- The Supervisor's Role

Defense Leadership and Management Program

- DoD wide competitive program
- To develop future civilian leaders who will be highly competitive for vacant senior level opportunities
- Eligible employees - GS-13 thru GS-15
- Six year program
- Includes a combination of rotational developmental assignments and advanced coursework

Human Resources Development

- Developing HRD Plan
 - Align HRD with Corps Strategies
 - Promote Organizational Learning
 - Use Technology and Distance Learning
 - Reinvent Professional Development Support Center (PDCS)
- Draft presented to BOD / on SLC agenda

VSIP and VERA

- Effective Tools for Downsizing
- Cushion Impact - Must Save Involuntary Separations
- To Date: 3500 Corps Employees have Separated with VSIP (1100 VERA)
- Involuntary Separations: FY97 - 29
FY98 - 33 To Date
- Management Tools - Not Employee Entitlement

Program Managers and HR Office

- Partner with your local CPAC Chief
- Susan Duncan (202)761-0559